

## DOCUMENT RESUME

ED 388 842

CE 070 238

AUTHOR Ripley, Paul  
TITLE Prison Education in England and Wales. (2nd Revised Edition). Mendip Papers MP 022.  
INSTITUTION Staff Coll., Bristol (England).  
PUB DATE 93  
NOTE 30p.  
AVAILABLE FROM Staff College, Coombe Lodge, Blagdon, Bristol BS18 6RG, England, United Kingdom (2.50 British pounds).  
PUB TYPE Information Analyses (070)  
EDRS PRICE MF01/PC02 Plus Postage.  
DESCRIPTORS Adult Basic Education; \*Correctional Education; \*Correctional Institutions; Correctional Rehabilitation; Criminals; \*Educational History; Foreign Countries; Postsecondary Education; Prisoners; Prison Libraries; Rehabilitation Programs; Secondary Education; Vocational Rehabilitation  
IDENTIFIERS \*England; \*Wales

## ABSTRACT

In response to prison disturbances in England and Wales in the late 1980s, the education program for prisoners was improved and more prisoners were given access to educational services. Although education is a relatively new phenomenon in the English and Welsh penal system, by the 20th century, education had become an integral part of prison life. It served partly as a control mechanism and partly for more altruistic needs. Until 1993 the management and delivery of education and training in prisons was carried out by local education authority staff. Since that time, the education responsibility has been contracted out to organizations such as the Staff College, other universities, and private training organizations. Various policy implications were resolved in order to allow these organizations to provide prison education. Today, prison education programs are probably the most comprehensive of any found in the country. They may range from literacy education to postgraduate study, with students ranging in age from 15 to over 65. The curriculum focuses on social and life skills. Vocational education is prevalent, and many types of teaching methods are tried. The future for prison education in England and Wales seems secure; prison education is likely to play an increasingly central role in prison reform efforts. This report includes a list of prison service establishments with addresses. (Contains eight references.) (KC)

\*\*\*\*\*  
\* Reproductions supplied by EDRS are the best that can be made \*  
\* from the original document. \*  
\*\*\*\*\*

# Prison education in England and Wales (Revised 1993)

Paul Ripley

MP 022

U.S. DEPARTMENT OF EDUCATION  
Office of Educational Research and Improvement  
EDUCATIONAL RESOURCES INFORMATION  
CENTER (ERIC)

- ☒ This document has been reproduced as  
received from the person or organization  
originating it  
☐ Minor changes have been made to improve  
reproduction quality

- Points of view or opinions stated in this docu-  
ment do not necessarily represent official  
OEI position or policy

"PERMISSION TO REPRODUCE THIS  
MATERIAL HAS BEEN GRANTED BY

*P. T. O'Connell*

TO THE EDUCATIONAL RESOURCES  
INFORMATION CENTER (ERIC)."

BEST COPY AVAILABLE

## **Prison education in England and Wales** (2nd revised edition)

Paul Ripley



MP 022

The views expressed in this Mendip Paper are those of the contributor(s). They should not be taken to represent the policy of The Staff College.

### **About the author**

#### **Paul Ripley**

Paul has had considerable senior management experience in special schools, prison education and mainstream FE. Prior to entering the teaching profession in 1971, he was a professional soldier in the Corps of Royal Engineers. He has recently finished a secondment to The Staff College as a staff tutor from the prison service and Nottingham local authority. He has written extensively on prison education and has had his work published in the UK, Europe and North America.

This paper owes much to the advice and support of Ian Benson, the Chief Education Officer, Home Office Prison Department.

Series edited and designed at The Staff College by Pippa Toogood and Susan Leather, Publications Department, and produced by the Reprographics Department.

Published by The Staff College  
Coombe Lodge, Blagdon, Bristol BS18 6RG  
Telephone 0761 462503  
Fax 0761 463104 or 463140 (Publications Section)

© The Staff College 1992, 1993

All rights are reserved. No part of this publication may be reproduced, stored in a retrieval system, or transmitted, in any form or by any means, electronic, electrical, chemical, optical, photocopying, recording or otherwise, without the prior permission of the copyright owner.

# Prison education in England and Wales

(2nd revised edition)

Paul Ripley

## Contents

- 1    *The context*
- 2    *The background*
- 3    *The present situation*
- 7    *The future*
- 8    *Custody, care and justice*
- 9    *Private prisons*
- 9    *Other similar UK institutions*
- 10   *References*
- 10   *Acronyms*
- 11   *Appendix 1 List of prisons and their addresses in England and Wales*

## The context

Extract from the Home Secretary's oral statement to Parliament, 25 February 1991:

'We must not forget that while imprisonment punishes the criminal and protects the public, its other purposes are rehabilitation and preparation for a return to the community. Since 1988 there has been a substantial increase in the hours spent on education, from 5.5 million to 7.7 million. I want to see more prisoners taking up educational courses, and training in skills so that they will have a better chance of leading a life free from crime when they are released. Prisoners must be kept constructively occupied in workshops and other activity...'

This was a response to Lord Justice Woolf's **Prison disturbances April 1990: report of an inquiry** (1991).

The Home Secretary's clear call for constructive occupation, leading towards a reduction in recidivism, was taken up by the then Director General of the Prison Service, Joe Pilling (1992). His seminal document on the balance of regime activities spelt out quite clearly, for the first time, the criteria that education services must follow. These criteria have formed the basis upon which prison education in England and Wales is measured and delivered. Pilling's philosophy has been reinforced by Lord Justice Woolf and the Home Secretary in 1991:

While work will be at the core of the regime, other needs should also be met. Where prisoners have specific problems which, if tackled, would help to reduce the likelihood of reoffending, or paramount needs for education or training, they should be strongly encouraged to address them and to engage in whatever treatment/education/training programme can be provided to help. In some cases these may be full-time programmes, which should be fitted into the sentence at the most appropriate time. Other subjects do not lend themselves to full-time learning and will more appropriately be dealt with by arrangements which mirror those for day release in the community – i.e. time away from normal employment to return to necessary education or training programmes. Part-time arrangements of this sort can be very effective in meeting prisoners' needs as well as allowing the benefits of education to be shared more widely amongst prisoners. (Pilling 1992)

With these clear indications that education will continue to play a vital developmental role in the prison service it is important to understand both how education in prisons evolved and its current development and delivery.

## The background

Education is a relatively new phenomenon in the English and Welsh penal system. The original purpose of prisons was to hold people until such time as they were either executed or transported or until such time as they could financially pay their debt to society. Prisons did not have a social role as we understand it today, nor were they organised at a national level until the great prison reforms of the 19th century which brought Victorian technology, morality and management systems into prisons.

Prison education has some foundations in the 17th century and loose connections to religious bodies in the late 18th and early 19th centuries. The system we know today was introduced systematically by the Victorian reformers as part of their policy of using prisons fundamentally to reform by terror, and thus turn criminals into acceptable persons fit to return to society. The Victorian philosophy still has an influence upon both penal policy and practice in prisons today.

## Victorian prisons

The Victorian penal system, from which the present system has evolved, was organised by a series of Royal Engineer officers, the most notable being Richard Du Cane. The Victorians recognised that prison was a good means of bringing criminals into contact with the awesome might of the deity through rigorous labour and penitence. Hence prisoners were encouraged to read, in order that they might be able to seek some moral fulfilment from exercising their minds on the Bible and good tracts. Consequently, the first people to have any notable impact upon educating in a formal fashion were the prison chaplains of the 19th Century. Du Cane refined the system by ensuring that a prisoner should be able to achieve the following:

Commencing with severe penal labour – hard fare and hard bed – he can gradually advance to more interesting employment, somewhat more material comfort, full use of library books, privilege of communication by letter, and a word with his friends. Finally, the advantage of a moderate sum of money to start again on his discharge so that he may not have the temptation or the excuse that want of means might afford for falling again into crime. (Fox 1952)

This was the Victorian ideal of giving all a minimum possible standard to ensure that the reform which had taken place within the prison could carry on outside – an ideal which is still common in today's society.

## The 20th century

By the 20th century, education had become an integral part of prison life, serving partly as a control mechanism and partly for more altruistic needs. Education, under the borstal system for example, was a form of social development related to developing basic skills. The first Chief Education Officer of the prison service, AS Baxendale, argued in the 1970s that the role of education in prisons was wider than its traditionally acknowledged role, which was remedial and reformatory in nature. His view of its role was as a quiet ally of coercion, in the introduction of what was known as the humane treatment or containment model of imprisonment. This model of education had developed from the economic needs of society in the second world war when large numbers of prisoners received vocational



and basic skills training and were thereby able to contribute towards the war effort. It also owed a certain amount to the general response in prisons resulting from the security problems in the 1960s. These influences led to the great growth of vocational training in prisons in a whole range of areas, including a very large commitment to the construction industry trades.

By the mid-1970s, these strands had been pulled together for the first time and Baxendale developed a branch of the prison service to co-ordinate the vocational training, library provision and educational activities within prisons. The construction industry training, however, remained outside the education system and was placed under the Directorate of Works. Baxendale initiated the current structure, whereby a small team of professional civil servant education staff determines the mission and influences the policy of the service.

## The present situation

The strategic and tactical elements involved in the management and delivery of education and training in prisons was carried out until 1993 by local education authority (LEA) staff. Since April 1993 there have been new providers determining the strategic and tactical delivery of prison education and by 1 April 1994 there will not be any local education authority involvement in prison education.

This is due to the response by the Home Office to the 1992 **Further and Higher Education Act** which resulted in the contracting out of prison education by the Home Office.

### *Contracting out*

The 1992 Further and Higher Education Act removed responsibility for FE from local education authorities but made no specific mention of prison education. In February 1992 The Staff College was commissioned by the prison service to provide consultancy advice on the implications of the incorporation of colleges for the provision of education in English and Welsh prisons. According to a Home Office summary of the consultants' report, further education and training for inmates was found to be necessary and valuable elements of a productive regime in prisons. The consultancy

endorsed the prison service's statement of purpose and the criteria for determining education programmes laid down by Pilling (1992). The consultants emphasised that education programmes should address prisoners' needs in the areas of creative activity and social understanding. This related to the White Paper **Custody, care and justice** (Home Office, 1991), paragraph 7.2.3. The consultant's report has never been made public. The secrecy surrounding it caused anxiety and suspicion which is still present amongst prison education staff. The process has been criticised by Derek Lewis, the current Director General and first Chief Executive.

The Home Office accepted the recommendation of independent consultants that prison education should be contracted out. In August 1992 the contracting out process started. A tendering procedure finally led to contracts being awarded to a range of providers, the majority of which were existing further education colleges. Many of the contracts did not, however, go to colleges which were already providing the service. A new feature of the contracting out process was that higher education institutions became involved in the provision as did some private training organisations. Mill Wharf Education Services, for example, were awarded a large contract in Leicestershire and Lincolnshire, and Bristol University was awarded a considerable contract for work in Wales and the west of England.

### *Conditions of service*

The advice given by the Home Office to potential contractors was that the transfer of undertakings (Protection of Employment) regulations based upon the EC Acquired Rights Directive did not apply to the new contractors. Consequently, many contractors or potential contractors bid without keeping to the existing conditions of service for prison education staff. A High Court ruling in March 1993 contradicted this advice. The Deputy Judge, Sir Michael Ogden, stated that staff at South Manchester College had to be re-employed on existing terms under the EC Acquired Rights Directive. Consequently, staff transferring under acquired rights to new contractors keep their existing conditions of service whilst staff joining the prison education service or moving from one job to another do not, and are not covered by the EC directive. The Prison Service responded to this ruling by inviting

potential contractors to re-submit tenders taking into account the costs incurred by the Acquired Rights Directive.

The movement so far by new contractors from outside existing further and higher education institutions has been to significantly change the pay and conditions of service. This will, in effect, create a two-tier system of teachers, some with pay and conditions of service considerably more advantageous to them than colleagues carrying out the same or similar duties. The present situation is quite different in philosophy to Baxendale's concept.

### *Policy*

Chief Education Officers' Branch (CEOB) has a small professional educational staff working from the Chief Education Officer. He has under him principal education officers and senior education officers. These are civil servants employed by the Home Office to manage and develop prison education service from the Home Office's perspective. Their accountability is to the Home Office. They have no executive responsibility for the personnel management of teaching staff working in prisons. They have a prime responsibility to advise and develop the service giving governors guidance concerning the cost and quality of provision they should expect from the providers of prison education. They will be monitoring the performance of the new contractors. The CEOB should play a more significant role in policy directive.

### *On-site provision*

Most prison education departments will have either an education officer or an education co-ordinator professionally responsible to the contractor. The co-ordinator will work through the head of inmate activities in the prison to the principal or senior education officers. The co-ordinators are, on-site, operationally responsible, through the head of inmate activities, to the governor. The head of inmate activities is a governor grade manager in the prison service structure with a responsibility for all activities taking place within the institution such as medical provision, education, vocational training, construction training, chaplaincy, probation and physical education.

In education departments there are usually several full-time lecturers, one of whom may or may not be

nominated as a deputy education officer or deputy education co-ordinator. Some education departments will also have a professional librarian from the local authority library service. The professional librarian is responsible professionally to the education officer who acts as a line manager for the local library service. The role of the library is currently under review and service contracts are being drawn up between individual governors and the library services.

### *The aims of prison education*

The official purpose of the CEOB was summarised by Ian Benson (Coombe Lodge Report Volume 22 Number 1, 1990) as follows:

They are to maintain and develop education systems to meet perceived learning needs of prisoners which are professionally congruent with similar facilities in the community and to plan them within the context of available resources, the purpose and policies of the prison service and the operational needs of the establishment. Each education department should prepare aims and objectives in line with the following general statement of aims which has been endorsed by the Prison Board.

The primary purpose of education departments is to enable prisoners to learn effectively. Educational vocational training and libraries are resources provided for this purpose and should be managed efficiently and effectively to meet the identified needs of as many individuals as possible and agreed in a contact between lecturer and students. These needs will naturally include vocational, personal, social and general elements and the resultant changes should be observable and capable of being evaluated.  
(Benson *et al.* 1990)

These aims correspond to the prison service's current philosophy which has moved from that of the humane containment of the 1970s and early 1980s to being one of purposeful activity. The purposeful activity philosophy serves to meet two needs:

- to ensure that prisoners spend their time in custody doing things which are useful or are seen to be useful; and



- to ensure that they are given a degree of choice and experience which may be transferable.

In terms of security this is a pragmatic approach since it is far better to have prisoners occupied usefully than to have them bored and frustrated. Prisoners engaged in activities such as education are less likely to be riotous, plot escapes, or attempt to subvert the system than prisoners who are locked up three to a cell all day with very little to do except give vent to their grievances against the system which put them there and the prison staff who are then responsible for their containment.

Consequently, there has been a significant increase in the amount of education and training in prisons within the last four years. Prisons are working increasingly towards relationship building and individualisation of sentences, and a career pattern for those convicted.

Guidance issued in 1992 by the Director General set the following criteria for assessing education programmes for inmates in prison establishments:

- Does the education programme enable prisoners to learn effectively and is it capable of being evaluated? Does it meet the identified individual needs of as many prisoners as possible?
- Does the education programme identify and provide help for those prisoners who have difficulty reading or writing and who are unable to do simple arithmetic?
- Does the education programme identify and provide appropriate help for those prisoners who have inadequate social skills?
- Does the education programme provide opportunities for prisoners to acquire qualifications which could be useful in the prison work programmes or which will improve their prospects on release?
- Is the curriculum comparable with that available in the community?
- Do the teaching arrangements allow records of progress to be kept and do these have national accreditation?

- Are the identified learning needs and the programme of action agreed between the individual prisoners and the provider?
- Are there suitable arrangements for prisoners to complete their course either during their sentence or to continue them on release?
- Does the education programme provide opportunities for prisoners to develop artistic and other skills so as to gain a sense of personal achievement and self respect?
- Does the programme provide opportunities for prisoners to acquire the knowledge, skills and attitudes required for satisfactory family life (e.g. courses on parenting and understanding the emotional needs of the opposite sex)?

### *The curriculum*

Prison education programmes are probably the most comprehensive of any found in the country. In any one department they may range from work with people who may be illiterate and innumerate and have severe learning difficulties to students studying for post-graduate qualifications. The student ages range from 15 to over 65. The only prohibitor on education is that of cost. Higher level courses are very expensive as is basic education due to its intensive use of human resources.

Much of the prison curriculum is vocationally based with GNVQs (General National Vocational Qualifications) being introduced and NVQ (National Vocational Qualifications) work being supported.

Vocational training is a part of the educational programme and where vocational training is in place the instruction officers, who although civil servants, are responsible to the education officer/co-ordinator for curriculum development and delivery in their area of training.

Many education officers/co-ordinators act as the NVQ co-ordinator for the institution and will have responsibility for helping NVQ develop in the PSIF workshops, the CIT workshops, farms and gardens and the catering areas as well as NVQ and GNVQ development in the education department.

NVQs and GNVQs have been developed by the four national NVQ officers. These are education

officers who have been seconded from their normal duties to the Home Office with a brief to help institutions develop NVQs. In 1993 an NVQ officer was appointed for the whole of the prison service. This person's job is to develop NVQs not only for prisoners but also for staff. This person is based at the Prison Service Training College at Newbolt Revel near Rugby. The prison service has shown a great commitment to NVQs and in some areas, notably tailoring, horticulture and catering, there has been a rapid and very effective response. In other areas such as construction and engineering, prisons have been affected by the same structural problems as colleges.

### *Social and life skills*

The curriculum focuses very positively towards social and life skills. The Chief Education Officers Branch has accepted as policy that the work education staff carry out should combat offending behaviour as well as prepare students for release through educational competencies.

The previous director general of the prison service, Joe Pilling, made it quite clear that he expected education to provide more than just a core curriculum. The major thrust of the prison education curriculum should be towards:

- basic education;
- social skills;
- art;
- work-related qualifications; and
- family needs.

He has recognised also the value art plays in personal development and that men and women need to be able to work to show that they have the qualifications to work when they leave prison.

Many crimes are committed within families and as women become increasingly listened to by the criminal justice system and children's rights become more important, this is clearly an area where the education of prisoners needs to be developed.

This refocusing towards social education, and to a degree sexual education, is quite a radical development. The Chief Education Officers Branch policy does not encourage education departments to run offense focus work themselves. It gives them

guidance showing how the curriculum can be used to help challenge offending behaviour and overcome the inherent dispositional problems prisoners have in relation to their crimes and criminality. (For an examination of this area of prison education, see **Mendip Paper 047**, Ripley 1993.)

Traditional BTEC (Business and Technical Education Council), RSA (Royal Society of Arts) and other examination courses play a large part in the curriculum. Basic educational skills development has been the backbone of the curriculum but this is changing quite rapidly.

### *Developments in the Prison Service Education Department*

Prison education has had a long association with the Open University (OU) and a number of penal institutions are specifically designated for OU work. The majority of prisons also enjoy a close relationship with the Adult Literacy and Basic Skills Unit (ALBSU). The prison service has embarked upon the introduction of NVQs and GNVQs across the whole of the prison training system. These will be the base for all future major curriculum developments.

Education staff join other colleagues from the prison service in training courses run by the Prison Service College. Increasingly, prison education staff are developing links with European Community (EC) systems, including the Republic of Ireland's Prison Education Service. Many education staff belong to the European Prison Education Association, which fosters and encourages links and developments between European prison education systems. Co-operation across Europe has led to the Council of Europe's **Recommendation no. R(89)12** (Council of Europe 1990) being used as a seminal document in helping to develop more fully the role of education in prisons. This report emphasised four linked aspects:

- equal status for work and education;
- the importance of a wide curriculum;
- links with the outside community; and, most importantly,
- an adult education model for education in prisons, binding all these aspects together.

## *The education staff within the prison service*

The education staff within the prison service differ from most of their colleagues in the prison service in that they are not civil servants. Other non-civil servants include those in the probation service and (in some cases) the chaplains. As civilians working in this seemingly paramilitary organisation, the role of the education staff is more than that of just educating and helping to develop the prisoners' needs. Education staff have a marked influence by bringing into prisons the influences and activities of the outside world.

## *Joys and frustrations of the job*

Teaching prisoners can be a most rewarding and pleasing experience. Rarely are there discipline problems except in the case of young offenders. Young offenders, especially young offenders on remand, tend to exhibit behaviour patterns which are not necessarily conducive towards an ideal educational setting. Generally though the motivation rate is very high and prisoners are willing to try any type of learning activity, from the use of videos to open learning, counselling, group work and creative work in large or small groups. Consequently, teachers have more opportunity to innovate and experiment with new methods than they might have within mainstream FE. There are certain restrictions and frustrations. Some prison education staff find it difficult to reconcile the custodial role with the educational role. Others find it difficult to feel empathy with prison officers whose motives for joining the prison service are different from those which impelled the prison education staff to join.

One frustration often felt by prison education staff is the lack of career opportunities outside the prison education service. This is gradually changing but for at least the last decade there has been a tradition of prison education staff staying in prisons and moving around from institution to institution, rather than moving on to mainstream FE or higher education (HE). The new contractors might, in the future, reverse this situation.

## *Libraries*

No account of prison education would be complete without mention of libraries. Libraries are a vital part of prisoners' lives and have been so since the

days of prison hulks, when good-natured chaplains handed down books to prisoners to enable them to while away the hours in those loathsome places. All prisoners are allowed to draw books from the library at regular intervals, unless specifically banned from doing so for some disciplinary reason. Libraries are gradually being civilianised with the prison officer librarians being replaced by professional librarians. Libraries are not just places of book exchange, but are becoming increasingly multi-information, multi-media centres with computers, magazines, newspapers, listening tapes and electronic mail systems available to support leisure and study activities. Libraries are managed by the education co-ordinator post-competitive tendering as one of the administration tasks expected on the co-ordinator.

## *The future*

The future for prison education seems secure. There is a movement to cut down the numbers of young offenders going into prison, but this will only release more space for older prisoners. It is likely, therefore, that education will continue to play a large and varied role in prison life, now that governors have to make a contract with their area manager to supply an agreed regime with purposeful activities. The days of classes being cancelled because of lack of prison officers should phase out. The prison service reorganisation 'Fresh Start' has pulled managerial responsibility back to senior and middle management. It has developed a unified service approach. It has embarked upon further managerial changes which have, to some degree, broken up the large monolithic regions by which the prison movement administered itself. This reorganisation augurs well for prison education, which is likely to play an increasingly central role in prison regime developments.

## *The Woolf Report*

This Report, commissioned after the Strangeways prison riots of 1990, has strongly endorsed the educational developments in prisons. Woolf recommends that more attention should be paid towards the individualisation of prisoners' sentences. It bodes well for the continuing role of education as a central part of the prison regime, by placing great emphasis upon the integration of regimes to maximise opportunities for prisoners.

An important facet of the Woolf Report is its insistence upon the value of community prisons. This concept of linking the prison to the community is one where educators, because of the already close relationship between colleges of FE and prisons, should be able to play a leading role linking prisoners to their localities in realistic ways. Again, this reflects the philosophy behind the 1990 Council of Europe Report.

'Fresh Start', the Woolf Report and the concept of dynamic security indicate a sound and exciting future for prison education. Continuation of the cross-fertilization with EC colleagues and systems from other countries can only improve and enhance the service.

The two White Papers: **Education and training for the 21st century** (DES *et al.* 1991) and **Custody, care and justice** (Home Office 1991) indicated that with incorporation of FE colleges, LEAs may not have prison education as part of their responsibility. This has been the case.

The new management structures are still too young to be judged on their effectiveness and their efficiency. The rather hurried and badly synchronised introduction of the new system ensured that in the recent past and possibly for the foreseeable future, prisoners may suffer widespread disruption to their studies. The existing teaching staff is on the whole suffering from low morale and demotivation.

One of the priorities of the new contractors will be to ensure that the quality of provision provided by local education authorities is matched if not bettered within a reasonably short time. The contracts issued by the Home Office to the new contractors are for between three to five years. How the contracts will be monitored is not yet quite clear. This will probably be undertaken by the professional staff of the Chief Education Officers Branch.

There is an inherent danger that the prison education service may become a service driven by profit rather than by service to the individual prisoner. It is hoped that the historical parallels which in the 1870s brought about Du Cane's dramatic reforms (on which the present prison service has based itself) will not be repeated – the Du Cane reforms and the present national prison service came as a response to the poor quality of service provided by the plethora of local and private providers of prisons. The education staff need constant training

to ensure that the service offered in prisons is as good if not better than that offered outside of prisons and that the teachers keep up-to-date in their professional roles and responsibilities.

## **Custody, care and justice**

The White Paper, **Custody, care and justice** (Home Office 1991) presented to Parliament in September 1991, highlights the prison service's commitment to education. Paragraph four of the introduction states that 'prisons must provide programmes for prisoners which keep them purposefully occupied during the working day. They must provide opportunities for education and training. They must do so in an environment which ensures that staff can maintain security and control, and in conditions which neither degrade nor demoralise staff'. This statement of purpose follows the lead given by the Woolf Report and clearly indicates the commitment the Home Secretary gives to prison education. The White Paper further stresses the need for good educational programmes stating that they should serve the following purposes. They should:

- improve prisoners educational levels and technical skills;
- give them opportunities for self enhancement and self fulfilment;
- challenge sentenced prisoners about their criminal behaviour – so that they leave prison better adjusted, less likely to be bitter about their experiences, and more likely to lead constructive and law abiding lives.

The White Paper clearly indicates that these aims will only be achieved by purposeful and relevant education programmes as part of integrated regimes increasingly looking towards the needs of the inmates rather than the structure of the institutions.

The nature of programmes must initially focus on those prisoners with inadequate educational and social skills. Prison education should provide help for prisoners who have difficulty reading and writing or are unable to do simple arithmetic. In addition, they should give inmates the opportunity to develop their artistic and other skills, to develop their personal achievement and self respect. Prison education should provide the access to qualifications, and NVQs are seen as a central



element in obtaining the prison education service's objectives. A national co-ordinator for NVQs, working in the CEOB, has been appointed with seconded local authority staff acting as area NVQ officers. This concentration upon vocational education fits with the philosophy contained in the White Paper that work and the preparation for work upon leaving prison should be the mainstay of regimes.

## Private prisons

The first privately managed prison (managed by Group 4 and based near Hull) began admitting its first prisoners in 1992. This prison – The Wolds – has only taken remand prisoners and has dramatically changed the routines previously followed by the prison service. Education is provided by the local adult education service on a contractual basis. The timings and type of education provided have been adjusted to fit the needs of the individual remanded prisoners who have been given far more freedom of access to resources and freedom of movement within The Wolds Prison than any comparable prison in the state system. Inevitably, this has led to a smaller take-up rate for education than in the state system. In the state system prisoners often have little option but to go to education. At The Wolds they have many options apart from education open to them. In 1993 The Wolds was subject to an inspection by His Honour Judge Stephen Tumin who, whilst criticising some aspects of the regime, was generally complimentary about the flexible approach The Wolds management had adopted towards education.

The second private prison at HMP Blakenhurst in Worcestershire is developing an education service based upon creative arts, academic subjects, information technology, basic education and business studies delivered by Mowlem training, a specialist in the provision of training for personal and vocational skills on a national basis with John Mowlem and Company plc. The conditions of service at Blakenhurst are different from those in the FE system. The education service at Blakenhurst has not been in place long enough for any commentary to be given upon it or other similar UK institutions.

## Other similar UK institutions

Scotland has a similar system to that of England and Wales prior to incorporation. At present, lecturers in Scotland are still LEA staff seconded to prisons from colleges, but this will change in the not too distant future. The Scottish Office plans to contract out prison education in Scotland but will doubtless learn from the mistakes made in England and Wales to ensure a smoother transition from LEA-controlled to contracted education.

Northern Ireland is significantly different. All full-time prison education staff are civil servants under the Northern Ireland Office. The Chief Education and Training Officer manages the systems from Belfast. Part-time staff are recruited locally to provide curriculum input as and when needed.

There are several special hospitals in England and Scotland. These are staffed by nurses and run by the Department of Health (Health and Home Office in Scotland). The staff teaching in the special hospitals and regional secure units will transfer from local authorities to either the health services, in the case of hospitals, or local colleges, in the case of regional secure units.

There are small local prisons in the Channel Islands and the Isle of Man where education is provided by the local education authorities.

As the prison service moves forward, education will play an increasing role in ensuring that prisoners' experiences may be satisfying and useful and help achieve the mission of HM Prison Service displayed conspicuously in all prisons and printed on the reverse side of every member of the service's identity card:

Her Majesty's Prison Service serves the public by keeping in custody those committed by the Courts.

Our duty is to look after them with humanity and to help them lead law abiding and useful lives in custody and after release.

## References

Benson, I (1990) Developments in prison service management. **Coombe Lodge Report** Volume 22 Number 1 pp 3-9 Blagdon, The Further Education Staff College

Council of Europe (1990) **Education in prison: recommendation no. R(89)12 adopted by the Committee of Ministers of the Council of Europe on 13 October 1989 and explanatory memorandum.** Strasbourg, Council of Europe

Department of Education and Science *et al.* (1991) **Education and training for the 21st century.** Cm 1536 Vol I. Cm 1536 Vol II. HMSO

Fox, L W (1952) **The English prison and borstal systems.** p43 Routledge and Kegan Paul

Home Office (1991) **Custody, care and justice: the way ahead for the prison service in England and Wales.** Cm 1647 HMSO

Pilling (1992) Unpublished letter to prison governors/prison boards on the balance of prison regimes.

Ripley, P (1993) Prison education's role in challenging offending behaviour. **Mendip Paper MP 047.** The Staff College

Woolf, Lord Justice, and Tumin, Judge Stephen (1991) **Prison disturbances April 1990: report of an inquiry.** HMSO Cm 1456

## List of acronyms used in this Mendip Paper

ALBSU	Adult Literacy and Basic Skills Unit
BTEC	Business and Technical Education Council
CEOB	Chief Education Officer's Branch
CIT	Construction Industry Trades
EC	European Community
FE	Further education
GNVQ	General National Vocational Qualification
HE	Higher education
HMP	Her Majesty's Prison
HMRC	Her Majesty's Remand Centre
HMYOI	Her Majesty's Young Offenders Institution
LEA	Local education authority
NVQ	National Vocational Qualification
OU	Open University
PSIF	Prison Service Industry and Farms
RSA	Royal Society of Arts



## Appendix 1: Prison service establishments – addresses

Postal addresses and telephone numbers of prison service establishments; also of Scottish prison establishments; establishments in Northern Ireland; Channel Islands and the Isle of Man; and Department of Health Special Hospitals

### *1. Prison service establishments*

Establishment	Address	Telephone number(s)
Acklington	The Governor HM Prison Acklington, Morpeth, Northumberland NE65 9XF	Morpeth (0670) 760411 Fax (0670) 8252827
Albany	The Governor HM Prison Albany, Newport, Isle of Wight PO90 5RS	Newport (IOW) (0983) 524055 Fax (0983) 825827
Aldington	The Governor HM Prison Aldington Ashford, Kent, TN25 7BQ	Aldington (0233) 720436 Fax (0233) 720886
Ashwell	The Governor HM Prison Ashwell, Oakham, Leics LE15 7LS	Oakham (0572) 756075 Fax (0572) 724460
Askham Grange	The Governor HM Prison Askham Grange, Askham Richard, York YO2 3PT	York (0904) 704236-8 Fax (0904) 702931
Aylesbury	The Governor HM YOI, Birtan Road, Aylesbury, Bucks HP20 1EH	Aylesbury (0296) 24435 Fax (0296) 434139
Bedford	The Governor HM Prison Bedford, St Loyes, Bedford MK40 1HG	Bedford (0234) 358671 Fax (0234) 273568
Belmarsh	The Governor, HM Prison, Belmarsh, Western Way, Thamesmead, London SE28 0EB	(081) 317 2436 Fax (081) 317 2421
Birmingham	The Governor HM Prison, Winson Green Road, Birmingham B18 4AS	Birmingham (021) 554 3838 Fax (021) 554 7990
Blantyre House	The Governor HM Prison, Blantyre House, Goudhurst, Cranbrook, Kent TN17 2NH	Goudhurst (0580) 211367 Fax (0580) 211060
Blundeston	The Governor HM Prison Blundeston, Lowestoft, Suffolk NR32 5BG	Lowestoft (0502) 730591 Fax (0502) 730138
Brinsford	The Governors, HM YOI & Remand Centre, Brinsford, New Road, Faetherstone, Wolverhampton WV10 7PY	Standeford (0902) 791118 Fax (0902) 790889
Bristol	The Governor HM Prison, Cambridge Road, Horfield, Bristol BS7 8PS	Bristol (0272) 426661 (GTN 2493) Fax (0272) 244228
Brixton	The Governor HM Prison Brixton, PO Box 369 Jebb Avenue, London SW2 5XF	(081) 674 9811 Fax (081) 674 6128
Brockhill	The Governor HM Remand Centre, Brockhill Hewell Grange, Redditch, Worcs. B97 6RD	Redditch (0527) 550314 Fax (0527) 550169

<b>Bullingdon</b>	The Governor, HM Prison, Patrick Haugh Road, Arncott, Bicester, Oxon, OX6 0PZ	Bicester (0869) 322111 Fax (0869) 243383
<b>Bullwood Hall</b>	The Governor HM YOI, & Prison, Bullwood Hall, High Road, Hockley, Essex	Southend (0702) 202515 Fax (0702) 207464
<b>Camp Hill</b>	The Governor HM Prison, Camp Hill, Newport, Isle of Wight PO30 5PB	Newport (IOW) (0983) 527661 Fax (0983) 520505
<b>Canterbury</b>	The Governor HM Prison, 46 Longport, Canterbury, Kent CT1 1PJ	Canterbury (0227) 762244 Fax (0227) 450203
<b>Cardiff</b>	The Governor HM Prison, Knox Road Cardiff CF1 2UG	Cardiff (0222) 491212 Fax (0222) 489079
<b>Castington</b>	The Governor HM YOI, Castington, Morpeth, Northumberland NE65 9XF	Morpeth (0670) 760942 Fax (0670) 761188
<b>Channings Wood</b>	The Governor HM Prison, Channings Wood Denbury, Newton Abbot, Devon TQ12 6DW	Ipplepen (0803) 812361 Fax (0803) 813175
<b>Chelmsford</b>	The Governor HM Prison, 200 Springfield Road, Chelmsford, Essex CM2 6LQ	Chelmsford (0245) 268651 Fax (0245) 493041
<b>Coldingley</b>	The Governor HM Prison Coldingley, Bisley, Woking, Surrey GU24 9EX	Brookwood (0483) 476721 Fax (0483) 488586
<b>Cookham Wood</b>	The Governor HM Prison, Cookham Wood, Rochester, Kent ME1 3LU	Medway (0634) 814981 Fax (0634) 828921
<b>Dartmoor</b>	The Governor HM Prison Dartmoor, Princetown, Yelverton, Devon PL20 6RR	Princetown (082 289) 261 Fax (082 289) 679
<b>Deerbolt</b>	The Governor HM YOI, Bowes Road, Barnard Castle, Co. Durham DL2 9BG	Teesdale (0833) 37561 Fax (0833) 31736
<b>Dorchester</b>	The Governor HM Prison, North Square, Dorchester, Dorset DT1 1LL	Dorchester (0305) 266021 Fax (0305) 267379
<b>Dover</b>	The Governor HM YOI, The Citadel, Western Heights, Dover, Kent CT17 9DR	Dover (0304) 203848 Fax (0304) 215165
<b>Downview</b>	The Governor HM Prison, Sutton Lane, Sutton, Surrey SM2 5PD	(081) 770 7500 Fax (081) 770 7673
<b>Drake Hall</b>	The Governor HM Prison and YOI, Drake Hall, Eccleshall, Stafford ST21 6LQ	Eccleshall (0785) 850621 Fax (0785) 851931
<b>Durham</b>	The Governor HM Prison, Old Elvet, Durham DH1 3HU	Durham (091) 386 2621 Fax (091) 386 2524
<b>East Sutton Park</b>	The Governor HM YOI & Prison, East Sutton Park, Sutton Valence, Maidstone, Kent ME17 3DF	Maidstone (0622) 842711 Fax (0622) 842636
<b>Eastwood Park</b>	The Governor HM YOI, Eastwood Park Falfield, Wotton-under-Edge, Glos. GL12 8DB	Falfield (0454) 260771 Fax (0454) 261027
<b>Elmley</b>	The Governor, HM Prison, Elmley, Church Road Eastchurch, Sheerness, Kent ME12 4DZ	(0795) 880808 Fax (0795) 880118

<b>Earlestone House</b>	The Governor HM Prison, Earlestone, Devizes, Wiltshire SN10 5TU	Devizes (0380) 813475 Fax (0380) 818663
<b>Everthorpe</b>	The Governor HM YOI, Everthorpe, Brough, North Humberside HU15 1RB	Howden (0430) 422471 Fax (0430) 421351
<b>Exeter</b>	The Governor HM Prison, New North Road Exeter, Devon EX4 4EX	Exeter (0392) 78321 Fax (0392) 422647
<b>Featherstone</b>	The Governor HM Prison, New Road, Featherstone, Wolverhampton WV10 7PN	Standeford (0902) 790991 Fax (0902) 791843
<b>Feltham</b>	The Governor HM YOI & Remand Centre, Bedfont Road, Feltham, Middx TW13 4ND	(081) 890 0061 Fax (081) 844 1551
<b>Ford</b>	The Governor HM Prison Ford, Arundel, West Sussex BN18 0BX	Littlehampton (0903) 717261 Fax (0903) 726060
<b>Foston Hall</b>	The Governor HM Prison Foston Hall Annex, Foston DE6 5DN	Sudbury (Derby) (0283) 585511 Fax (0283) 585736
<b>Frankland</b>	The Governor HM Prison Frankland, Brasside, Durham DH1 5YD	Durham (091 384) 5544 Fax (091) 384 9203
<b>Full Sutton</b>	The Governor HM Prison Full Sutton, York YO4 1PS	Stamford Bridge (0759) 72447 Fax (0759) 71206
<b>Garth</b>	The Governor HM Prison Garth, Ulmes Walton Lane, Leyland, Preston Lancashire PR5 3NE	Leyland (0772) 622722 Fax (0772) 622276
<b>Gartree</b>	The Governor HM Prison Gartree, Gallow Field Road, Market Harborough, Leicestershire LE16 7RP	Market Harborough (0858) 410234 Fax (0858) 410808
<b>Glen Parva</b>	The Governor HM YOI & Remand Centre Glen Parva, 10 Tigers Road, Wigston, Leicester LE18 4UX	Leicester (0533) 772022 Fax (0533) 477679
<b>Gloucester</b>	The Governor HM Prison, Barrack Square Gloucester GL1 2JN	Gloucester (0452) 29551 Fax (0452) 310302
<b>Grendon/Spring Hill</b>	The Governor HM Prison & YOI Grendon Underwood, Aylesbury, Bucks HP18 0TL	Grendon Underwood (0296) 770301 Fax (0292) 770756
	HM Prison Spring Hill, Grendon Underwood, Aylesbury, Bucks HP18 0TH	as above
<b>Guys Marsh</b>	The Governor HM YOI Guys Marsh, Shaftesbury, Dorset SP7 0AH	Shaftesbury (0747) 53344 Fax (0747) 51584
<b>Haslar</b>	The Governor HM YOI, Haslar, Dolphin Way, Gosport, Hampshire PO12 2AW	Gosport (0705) 580381 Fax (0705) 510266
<b>Hatfield</b>	The Governor HM YOI Hatfield, Thorne Road Hatfield, Doncaster DN7 6EL	Thorne (0405) 812366 Fax (0405) 813325
<b>Haverigg</b>	The Governor HM Prison, Haverigg, Millom, Cumbria LA18 4NA	Haverigg (0229) 772131 Fax (0229) 772561

<b>Hewell Grange</b>	The Governor HM Prison, Hewell Grange, Redditch, Worcs B97 6QQ	Redditch (0527) 550843 Fax (0527) 550178
<b>High Down</b>	The Governor, HM Prison, Sutton Lane Sutton, Surrey SM2 5PJ	(081) 643 0036 Fax (081) 643 2035
<b>Highpoint</b>	The Governor HM Prison Highpoint, Stradishall, Newmarket, Suffolk CB8 9YG	Wickhambrook (0440) 820611 Fax (0440) 820003
<b>Hindley</b>	The Governor HM Prison Gibson Street, Bickershaw, Wigan, WN2 5TH	Wigan (0942) 866255 Fax (0942) 867442
<b>Hollesley Bay Colony</b>	The Governor HM YOI, Hollesley Bay Colony Hollesley, Woodbridge, Suffolk IP12 3JS	Shottisham (0394) 411741 Fax (0394) 411071
<b>Holloway</b>	The Governor HM Prison, Parkhurst Rd, Holloway, London N7 0NU	(071) 607 6747 Fax (071) 700 0629
<b>Holme House</b>	The Governor, HM Prison, Holme House, Holme House Road, Stoocton-on-Tees, Cleveland TS18 2QU	(0642) 673759 Fax (0642) 674598
<b>Hull</b>	The Governor HM Prison, Hedon Road, Hull, North Humberside HU9 5LS	Hull (0482) 20673 Fax (0482) 229018
<b>Huntercombe &amp; Finnamore Wood</b>	The Governor HM YOI, Huntercombe Place Nuffield, Henley-on-Thames, Oxon RG9 5SB	Nettlebed (0491) 641711-15 Fax (0491) 641902
	The Governor HM YOI, Finnamore Wood, Frieth Road, Medmenham, Marlow, Bucks SL7 2HX	(0494) 881275 Fax (0494) 881561
<b>Kingston- Portsmouth</b>	The Governor HM Prison, Milton Road, Portsmouth, Hampshire PO3 6AS	Portsmouth (0705) 829561 Fax (0705) 871241
<b>Kirkham</b>	The Governor HM Prison Kirkham, Freckleton Road, Preston, Lancashire PR4 2RA	Kirkham (0772) 684343 Fax (0772) 682855
<b>Kirklevington Grange</b>	The Governor HM YOI, Kirklevington Grange, Yarm, Cleveland TS15 9PA	Eaglescliffe (0642) 781391 Fax (0642) 790530
<b>Lancaster</b>	The Governor HM Prison, The Castle, Lancaster, LA1 1YL	Lancaster (0524) 68871 Fax (0524) 62593
<b>Latchmere House</b>	The Governor HM Prison, Latchmere House Church Road, Ham Common, Richmond, Surrey TW10 5HH	(081) 948 0215 Fax (081) 332 1359
<b>Leeds</b>	The Governor HM Prison, Armley, Leeds, West Yorkshire LS12 2TJ	Leeds (0532) 636411 Fax (0532) 790151
<b>Leicester</b>	The Governor HM Prison, 116 Welford Rd, Leicester LE2 7AJ	Leicester (0533) 546911 Fax (0533) 471753
<b>Lewes</b>	The Governor HM Prison, Brighton Road, Lewes, East Sussex BN7 1EA	Lewes (0273) 477331 Fax (0273) 483042
<b>Leyhill</b>	The Governor HM Prison Leyhill, Wotton-under-Edge, Glos. GL12 8BT	Falfield (0454) 260681 Fax (0454) 261398

<b>Lincoln</b>	The Governor HM Prison Lincoln, Greetwell Road, Lincoln LN2 4BD	Lincoln (0522) 533633 Fax (0522) 532116
<b>Lindholme</b>	The Governor HM Prison Lindholme, Bawtry Rd, Hatfield Woodhouse Doncaster DN7 6EE	Doncaster (0302) 846600 (0302) 843352
<b>Littlehey</b>	The Governor HM Prison Littlehey, Perry, Huntingdon, Cambs PE18 0SR	Huntingdon (0480) 812202 (0480) 817151
<b>Liverpool</b>	The Governor HM Prison, 68 Hornby Road, Liverpool L9 3DF	Liverpool (051) 525 5971, Fax (051) 5250813
<b>Long Lartin</b>	The Governor HM Prison Long Lartin, South Littleton, Evesham, Worcs WR11 5TZ	Evesham (0386) 830101 Fax (0386) 832834
<b>Low Newton</b>	The Governor HM Remand Centre, Low Newton, Brasside, Durham DH1 5SD	Durham (091) 3861141 Fax (091) 386 2620
<b>Maidstone</b>	The Governor HM Prison, 36 County Road, Maidstone, Kent ME14 1UZ	Maidstone (0622) 755611 Fax (0622) 688038
<b>Manchester</b>	The Governor HM Prison, Southall Street, Manchester M60 9AH	Manchester (061) 834 8626 Fax (061) 834 0443
<b>Moorland</b>	The Governor, HM Prison & YOI, Moorland, Bawtry Road, Hatfield Woodhouse, Doncaster, S Yorks. DN7 6BW	(0302) 351500 (0302) 350896
<b>Morton Hall</b>	The Governor HM Prison Morton Hall, Swinderby, Lincoln LN6 9PS	Lincoln (0522) 868151 (0522) 868068
<b>The Mount</b>	The Governor HM Prison, The Mount, Molyneaux Avenue, Bovington, Hemel Hempstead HP3 0NZ	Hemel Hempstead (0442) 834363 Fax (0442) 834321
<b>New Hall</b>	The Governor HM Prison and YOI, New Hall, Dial Wood, Flockton, Wakefield WF4 4AX	Wakefield (0924) 848307 Fax (0924) 840692
<b>Northallerton</b>	The Governor HM YOI, 15A East Road, Northallerton, North Yorkshire DL6 1NW	Northallerton (0609) 780078 Fax (0609) 779664
<b>Northeye</b>	The Governor HM Prison Northeye, Barnhorn Road, Bexhill-on-Sea, E Sussex TN39 4QW	Cooden (04243) 5511-7 Fax (04243) 6769
<b>North Sea Camp</b>	The Governor HM Prison North Sea Camp, Freiston, Boston, Lincs PE22 0QX	Boston (0205) 760481 Fax (0205) 760098
<b>Norwich</b>	The Governor HM Prison, Mousehold, Norwich, Norfolk NR1 4LU	Norwich (0603) 37531 Fax (0603) 300867
<b>Nottingham</b>	The Governor HM Prison, Perry Road, Sherwood, Nottingham NG5 3AG	Nottingham (0602) 625022 Fax (0602) 603605
<b>Onley</b>	The Governor HM YOI Onley, Willoughby Rugby, Warwickshire CV23 8AP	Rugby (0788) 522022 Fax (0788) 522260
<b>Oxford</b>	The Governor HM Prison, New Road, Oxford OX1 1LZ	Oxford (0865) 721261 Fax (0865) 723453

<b>Parkhurst</b>	The Governor HM Prison Parkhurst, Newport, Isle of Wight PO30 5NX	Newport (IOW) (0983) 523855 Fax (0983) 523861
<b>Pentonville</b>	The Governor HM Prison Pentonville, Caledonian Road, London N7 8TT	(071) 607 5353 Fax (071) 700 0244
<b>Portland</b>	The Governor HM YOI, Easton, Portland, Dorset DT5 1DL	Portland (0305) 820301 Fax (0305) 823718
<b>Preston</b>	The Governor HM Prison, 2 Ribbleson Lane, Preston, Lancashire PR1 5AB	Preston (0772) 57734 Fax (0772) 556643
<b>Pucklechurch</b>	The Governor, HM Remand Centre Pucklechurch, Bristol BS17 3QJ	Abson (0272) 372606 Fax (0272) 372729
<b>Ranby</b>	The Governor HM Prison Ranby, Retford, Nottinghamshire DN22 8EU	Retford (0777) 706721 Fax (0777) 702691
<b>Reading</b>	The Governor HM Remand Centre, Forbury Road, Reading, Berkshire RG1 3HY	Reading (0734) 587031 Fax (0734) 591058
<b>Risley</b>	The Governor HM Prison, Warrington Road Risley, Warrington, Cheshire WA3 6BP	Culcheth (0925) 763871 Fax (0925) 764103
<b>Rochester</b>	The Governor HM Prison, 1 Fort Road Rochester, Kent ME1 3QS	Medway (0634) 830300 Fax (0634) 826712
<b>Rudgate</b>	The Governor HM Prison Rudgate, Wetherby, West Yorkshire LS23 7AZ	Boston Spa (0937) 844844 Fax (0937) 845862
<b>Send</b>	The Governor HM Prison, Ripley Road Send, Woking GU23 7LJ	Guildford (0483) 223048 Fax (0483) 223173
<b>Shepton Mallet</b>	The Governor HM Prison, 3 Cornhill, Shepton Mallet, Somerset BA4 5LU	Shepton Mallet (0749) 343777 Fax (0749) 345256
<b>Shrewsbury</b>	The Governor HM Prison, The Dana, Shrewsbury, Shropshire SY1 2HR	Shrewsbury (0743) 352511 Fax (0743) 356926
<b>Stafford</b>	The Governor HM Prison, 54 Gaol Road, Stafford ST16 3AW	Stafford (0785) 54421 Fax (0785) 49591
<b>Standford Hill</b>	The Governor HM Prison Standford Hill, Church Road, Eastchurch, Sheppey, ME12 4AA	Eastchurch (079 588) 441 Fax (0795) 880267
<b>Stocken</b>	The Governor HM Prison, Stocken Hall Road Stretton nr. Oakham, Leicestershire LE15 7RD	Castle Bytham (0780) 81) 771 Fax (0780) 410767
<b>Stoke Heath</b>	The Governor HM Prison & YOI Stoke Heath, Market Drayton, Shropshire TF9 2JL	Market Drayton (0630) 4231 Fax (0603) 638875
<b>Styal</b>	The Governor HM Prison and YOI Styal, Wilmslow, Cheshire SK9 4HR	Wilmslow (0625) 532141 Fax (0625) 548060
<b>Sudbury</b>	The Governor HM Prison Sudbury, Ashbourne Derbyshire DE6 5HW	Sudbury (Derby) (0283) 585511 Fax (0283) 585736
<b>Swaleside</b>	The Governor HM Prison Swaleside, Eastchurch, Kent ME12 4AX	Eastchurch (0795) 880766



<b>Swansea</b>	The Governor HM Prison, 200 Oystermouth Road, Swansea SA1 3SR	Swansea (0792) 464030 Fax (0792) 642979
<b>Swinfen Hall</b>	The Governor HM YOI Swinfen Hall, Lichfield, Staffordshire WS14 9QS	Sherstone (0543) 481229 Fax (0543) 480138
<b>Thorn Cross</b>	The Governor HM YOI, Anley Road, Appleton Warrington, Cheshire WA4 4RL	Warrington (0925) 602081 Fax (0925) 262153
<b>Thorp Arch</b>	The Governor HM Prison Thorp Arch, Wetherby, West Yorkshire LS23 7AY	Boston Spa (0937) 844241
<b>Usk &amp; Prescoed</b>	The Governor HM Prison, 47 Maryport St., Usk, Gwent NP5 1XP  The Governor HM YOI Prescoed, Coed-y-Paen, Pontypool, Gwent NP4 0TD (All official correspondence is to be sent to Usk)	Usk (0291) 672411 Fax (0291) 673800  Usk (02913) 2231
<b>The Verne</b>	The Governor HM Prison The Verne, Portland, Dorset DT5 1EQ	Portland (0305) 820124 Fax (0305) 823724
<b>Wakefield</b>	The Governor HM Prison, Love Lane, Wakefield, West Yorkshire WF2 9AG	Wakefield (0924) 378282 Fax (0924) 384391
<b>Wandsworth</b>	The Governor HM Prison Wandsworth, Heathfield Rd, Wandsworth, London SW18 3HS	(081) 874 7292 Fax (081) 877 0358
<b>Wayland</b>	The Governor HM Prison Wayland, Griston, Thetford, Norfolk IP25 6RL	Watton (0953) 884103 Fax (0953) 882248
<b>Wellingborough</b>	The Governor HM Prison, Millers Park, Doddington Rd, Wellingborough, Northants NN8 2NH	Wellingborough (0933) 224151 Fax (0933) 73903
<b>Werrington</b>	The Governor HM YOI Werrington, Ash Bank Rd, Werrington Bank, Stoke-on-Trent, Staffordshire ST9 0DX	Ash Bank (078 130) 3514 Fax (078 130) 2504
<b>Wetherby</b>	The Governor HM YOI, York Road, Wetherby, West Yorkshire LS22 5ED	Wetherby (0937) 585141 Fax (0937) 586488
<b>Whatton</b>	The Governor HM Prison Whatton, Nottingham NG13 9FQ	Whatton (0949) 50511 Fax (0949) 50124
<b>Whitemoor</b>	The Governor, HM Prison Whitemoor, Longhill Road, March, Cambs PE15 0PR	(0354) 660653 Fax (0354) 50783
<b>Winchester</b>	The Governor HM Prison & Remand Centre, Romsey Rd, Winchester, Hants SO22 5DF	Winchester (0962) 854494 Fax (0962) 842560
<b>Woodhill</b>	The Governor, HM Prison Woodhill, Tattenhoe Street, Milton Keynes	(0908) 505458
<b>Wormwood Scrubs</b>	The Governor HM Prison Wormwood Scrubs PO Box 757, Du Cane Road, London W12 0AE	(081) 743 0311 Fax (081) 749 5655
<b>Wymott</b>	The Governor HM Prison Wymott, Moss Lane, Ulnes Walton, Leyland, Preston, Lancs PR5 3LW	Leyland (0772) 421461 Fax (0772) 455960

<b>HEADQUARTERS</b>	HM Prison Service Headquarters, Cleland House, Page Street, London SW1P 4LN	(071) 217 3000
	HM Prison Service Headquarters, Abell House John Islip Street, London SW1P 4LH	(071) 217 3000
	HM Prison Service, Lunar House, 40 Wellesley Road, Croydon CR9 2BY	(081-760) plus extn (GTN 3822) plus extn
<b>Prison Service College</b>	HM Prison Service College, Love Lane Wakefield, West Yorkshire WF2 9AQ	Wakefield (0924) 371291 Fax (0924) 382970
<b>Prison Service College</b>	HM Prison Service College, Aberford Road Wakefield, West Yorkshire WF1 4DE	Wakefield (0924) 371771 Fax (0924) 384989
<b>Prison Service College</b>	HM Prison Service College, 19 Ashford Road Leicester, LE2 6AA	Leicester (0533) 701641 Fax (0533) 701582
<b>Officer Training School</b>	The Principal HM Prison Service College, Newbold Revel, Rugby, Warwickshire CV23 0TN	Rugby (0788) 833090 (Principal) (0788) 832666 (Gen admin) (0788) 832864 (Works) Fax (0788) 833231
<b>Field Based Training Unit</b>	Field Based Training Unit – North Buckley Hall, Buckley Road, Rochdale Lancs OL12 9DP	(0706) 341440 Fax (0706) 341239
<b>Field Based Training Unit</b>	Field Based Training Unit – Midland Calthorpe House, Hagley Road, Birmingham B16 8QR	(021) 455 9855 Fax (021) 454 6738
<b>Field Based Training Unit</b>	Field Based Training Unit – South West The Club House, 37 Maxwell Road, Shepton Mallet, Somerset BA4 5RF	(0749) 343466/468 Fax (0749) 345188
<b>Field Based Training Unit</b>	Field Based Training Unit – South East c/o HM Prison Wayland, Griston, Thetford Norfolk, IP25 6RL	(0953) 885805 Fax (0953) 885795

## 2. Contracted out prison

<b>Wolds</b>	The Director, The Wolds Remand Prison, Everthorpe, Brough N Humberside, HU15 2JZ Home Office Controller	(0430) 421588 Fax (0430) 421589 (0430) 421639
--------------	---	---

## 3. Scottish Prison Service

<b>HEADQUARTERS</b>	Scottish Prison Service, Calton House, 5 Redheughs Rigg, Edinburgh E12 9HW	Edinburgh (031 556) 8400 (GTN 2688) plus 1000 Dial direct (031) 244 + ext
<b>Aberdeen</b>	The Governor HM Prison, Craiginchies, Aberdeen AB9 2HN	Aberdeen (0224) 876868 & 93 Fax (0224) 896209
<b>Barlinnie</b>	The Governor HM Prison Barlinnie, Glasgow G33 2QX	Glasgow (041) 770 9691/9700 Fax (041) 770 9448

<b>Barlinnie Special Unit</b>	The Governor HM Special Unit Barlinnie, Glasgow G33 2QX	Glasgow (041) 770 9691/2-9
<b>Castle Huntly</b>	The Governor HM YOI Castle Huntly, Longforgan, nr. Dundee DD2 5HL	Longforgan (082622) 234/265 Fax (082622) 510
<b>Cornton Vale</b>	The Governor HM Institution Cornton Vale, Cornton Road, Stirling FK9 5NY	Bridge-of-Allan (0786) 832591 Fax (0786) 833597
<b>Dumfries</b>	The Governor HM YOI, Terregles Street Dumfries DG2 9AX	Dumfries (0387) 61218 Fax 0387 64144
<b>Dungavel</b>	The Governor HM Prison, Dungavel House Strathaven, Lanarkshire ML10 6RS	Strathaven (0357) 40371 Fax (0357) 40225
<b>Edinburgh</b>	The Governor HM Prison, Saughton, Edinburgh EH1 3LN	Edinburgh (031) 444 2000 Fax (031) 455 7247
<b>Friarton</b>	The Governor Prison Friarton, Perth PH2 8DW	Perth (0738) 25885 Fax (0783) 30544
<b>Glenochil</b>	The Governor HM Prison and YOI, King O'Muir Road, Tullibody, Clackmannanshire FK10 3AD	Alva (0259) 60471 Fax (0259) 62003
<b>Greenock</b>	The Governor HM Prison, Gateside, Greenock, Renfrewshire PA16 9AH	Greenock (0475) 87801 Fax (0475) 83154
<b>Inverness</b>	The Governor HM Prison, Porterfield, Inverness IV2 3HH	Inverness (0463) 233320 Fax (0463) 236595
<b>Longriggend</b>	The Governor HM Remand Institution Longriggend, nr. Airdrie, Lanarkshire ML6 7TL	Greengairs (0236) 83392 Fax (0236) 83717
<b>Low Moss</b>	The Governor HM Prison Low Moss, Bishopbriggs, Glasgow G64 2QB	Glasgow (041) 762 4848 Fax (041) 772 6903
<b>Noranside</b>	The Governor HM Prison Noranside, Fern, by Forfar, Angus DD8 3QY	Fern (03565) 217 Fax (03565) 245
<b>Penninghame</b>	The Governor HM Prison Penninghame, Newton Stewart, Wigtownshire DG8 6RG	Newton Stewart (0671) 2886 Fax (0671) 3470
<b>Perth</b>	The Governor HM Prison Perth, 3 Edinburgh Road, Perth PH2 8AT	Perth (0738) 22293/5 Fax (0738) 30545
<b>Peterhead</b>	The Governor HM Prison Peterhead, Salthouse Head, Peterhead, Aberdeenshire AB4 6YY	Peterhead (0779) 79101-4 Fax (0779) 70529
<b>Polmont</b>	The Governor HM YOI, Brightons, Falkirk, Stirlingshire FK2 0AB	Falkirk (0324) 711558 Fax (0324) 714919
<b>Shotts</b>	The Governor HM Prison, Scott Drive, Shotts, Lanarkshire ML7 4LF	Shotts (0501) 22622 Fax (0501) 22545
<b>Shotts Alternative Unit</b>	The Governor, HM Prison, Scott Drive, Shotts, Lanarkshire ML7 4LF	Shotts (0501) 20620 Fax (0501) 22545

<b>Scottish Prison Service College</b>	The Principal, Scottish Prison Service College, Newlands Road, Brightons, Falkirk, Stirlingshire FK2 0DE	(0324) 712847 Fax (0324) 714920
--	--	------------------------------------

### 3. Northern Ireland Prison Service

<b>HEADQUARTERS</b>	Northern Ireland Office, Dundonald House, Upper Newtownards Road, Belfast BT4 3SU	Belfast (0232) 763255
<b>Belfast</b>	The Governor HM Prison, Crumlin Rd, Belfast BT14 6AE	Belfast (0232) 741100
<b>Belfast</b>	The Governor HM YOI, Hydebank Wood, Hospital Road, Belfast BT8 8NA	Belfast (0232) 693111
<b>Maghaberry</b>	The Governor HM Prison Maghaberry, Old Road, Upper Ballinderry, Lisburn, Co. Antrim BT28 2NF	Moirs (0846) 611888
<b>Magilligan</b>	The Governor HM Prison, Magilligan, Point Rd, Limavady, Co. Londonderry BT49 OLR	Limavady (050 47) 633111
<b>Maze</b>	The Governor HM Prison Maze, Halftown Rd, Lisburn Co. Antrim, BT27 5RF	Hillsborough (0846) 68311
<b>Prison Service College</b>	Woburn House, Millisle, Co. Down BT22 2HS	Millisle (0247) 861581

### 4. Prison establishments in the Isle of Man, Jersey, Guernsey

<b>Isle of Man</b>	HM Prison, Victoria Road, Douglas, Isle of Man	Douglas (0624) 621306
<b>Jersey</b>	HM Prison, La Moye, St. Brelades, Jersey, Channel Islands	Jersey Central (053-4) 44181
<b>Guernsey</b>	State of Guernsey Prison, Les Nicolles Baubigny St Sampsons Guernsey, Channel Islands	Guernsey (0481) 48376

### 5. Special hospitals (Department of Health)

<b>Broadmoor Hospital,</b>	Crowthorne, Berks, RG11 7EG	Crowthorne (0344) 773111
<b>Moss Side Hospital,</b>	Maghull, Liverpool, L31 1BD	Liverpool (051) 531 0022
<b>Park Lane Hospital,</b>	Maghull, Liverpool, L31 1HW	Liverpool (051) 520 2244
<b>Rampton Hospital,</b>	Retford, Notts, DN22 0PD	Retford (0777) 84321
<b>State Hospital,</b>	Carstairs Junction, Lanark, ML11 8RP	Carnworth (0555) 840293

# About the Mendip Papers

The Mendip Papers are a topical series of booklets written specially for managers in further and higher education. As managers and governors take on new responsibilities and different roles they face new challenges, whether in the areas of resource and financial management or in the pursuit of quality, the recruitment of students and the development of new personnel roles. The Mendip Papers provide advice on these issues and many more besides.

Some of the papers provide guidance on issues of the moment. Others offer analysis, providing summaries of key recent research studies or surveys. The authors are experts in their areas and offer insights into the ways in which the fields of post-school education and training are changing.

Mendip Papers provide up-to-date information on important current issues in vocational education and

training, as well as summaries of research studies and surveys, along with informed and sometimes controversial perspectives on the issues. Managers need Mendip Papers to keep abreast of current developments and to deal with key problems and challenges. Staff development officers and trainers will find them invaluable as a basis for in-college management training and staff development activities.

The list of Mendip Papers is growing steadily. If you have tackled a particular piece of research or conducted a survey in the fields of further, higher or adult education, or have undertaken an innovative management initiative which would be of interest to other managers, please contact the series editor, Lynton Gray, at the Further Education Development Agency (formerly The Staff College) with a view to publishing your work and disseminating it throughout the post-school education system.

# Titles in the series

## Curriculum management

MP073	<b>Putting the learner first: support through flexible learning</b> Jean Bolton	1994	£3.50
MP 071	<b>Learning difficulties and the power of labelling in ABE</b> Sue Bergin and Andy Johnson	1994	£3.50
MP 060	<b>Explaining non-completion rates in Scottish universities</b> Alan Woodley	1994	£3.50
MP 058	<b>A flexible approach to learning: articulating courses</b> J E McLachlan and Vivienne Wood	1994	£3.50
MP 019	<b>Solving the problem of mathematics</b> Sir Roy Harding CBE	1991	£2.50

## Further education and vocational education and training

MP 072	<b>Vocational qualifications and SLDD learners – a work based learning approach</b> Margaret Levy	1994	£4.00
MP 067	<b>Raising quality in a competitive environment: the Dutch experience</b> Jan Maas	1994	£4.00
MP 066	<b>Raising quality in a competitive environment: the New Zealand experience</b> Margaret McCall and Bob Willyams	1994	£4.00
MP 065	<b>Raising quality in a competitive environment: the Canadian experience</b> Robert Gordon and Bill Sinnett	1994	£4.00
MP 064	<b>Raising quality in a competitive environment: the British experience</b> Geoffrey Melling and John Graystone	1994	£4.00
MP 056	<b>'Funding learning' and all that: a synopsis of six reports</b> Bob Kedney and Alison Scott	1993	£5.00
MP 047	<b>Prison education's role in challenging offending behaviour</b> Paul Ripley	1993	£3.00
MP 046	<b>Preparing and presenting project reports in education management</b> Lynton Gray	1992	£3.00



MP 043	<b>Post-16 participation: the success story</b> David Pardey	1992	£5.00
MP 022	<b>Prison education in England and Wales (revised)</b> Paul Ripley	1993	£2.50
MP 011	<b>Essential acronyms in further, higher and adult education (revised June 1994)</b> John Graystone and Margaret King	1994	£3.50

### Human resources

MP 069	<b>A focus for human resource management in FE</b> Andrew Betts	1994	£3.50
MP 063	<b>Strategic evaluation of staff development</b> Jonathan Simmons	1994	£4.00
MP 052	<b>Investors in People in the college context: the Weymouth College experience</b> Caroline Cheeseman and Anne Tate	1993	£4.50
MP 051	<b>Coping with incapability</b> Bob Saunders and Bob Kedney	1993	£5.00
MP 050	<b>Job evaluation in the FE corporation</b> Bob Saunders	1993	£6.00
MP 040	<b>Power, authority, autonomy and delegation: a discursive journey round some big words</b> Colin Turner	1992	£4.50
MP 039	<b>Soft-systems methodology: an approach to problem-solving in the management of education</b> Jorji Kowszun	1992	£3.50
MP 037	<b>Job analysis and the preparation of job descriptions</b> Bob Saunders	1992	£4.50
MP 035	<b>Leadership and its functions in further and higher education</b> Derek Marsh	1992	£4.50
MP 033	<b>Motivating staff</b> Colin Turner	1992	£3.50
MP 027	<b>Creativity and management</b> Colin Turner	1991	£4.00
MP 013	<b>The role of the new vice-principal</b> Christine Megson	1991	£3.50

## Legislation and governance

MP 078	<b>Managing contract change</b> Bob Kedney and Ted Ulas	1995	£5.00
MP 042	<b>Reviewing the college disciplinary procedure</b> Bob Kedney and Bob Saunders	1992	£5.00
MP 041	<b>Governance and incorporation: style and strategy</b> Bob Kedney	1992	£4.00
MP 038	<b>The effects of employment legislation on collective bargaining</b> Bob Saunders	1992	£3.00
MP 036	<b>Governing corporate colleges (revised)</b> John Graystone	1992	£6.00
MP 032	<b>FE incorporation checklist for managers (revised)</b> John Graystone	1992	£5.00
MP 025	<b>FE funding and delegation schemes – an exegesis</b> David Atkinson	1991	£4.00
MP 018	<b>Effective meetings</b> John Graystone	1991	£3.00
MP 016	<b>Education reform legislation in the UK: a summary</b> John Graystone	1991	£4.00

## Organisational theory

MP 015	<b>Structures – fact and fiction</b> Colin Turner	1991	£5.00
MP 008	<b>The perception of threat and the reality of decline in organisations</b> Colin Turner	1991	£3.50
MP 007	<b>Organisational culture</b> Colin Turner	1990	£4.50
MP 006	<b>Socialisation into organisations</b> Colin Turner	1990	£2.50
MP 005	<b>Responding to change: the need for flexible college structures and practices</b> Colin Turner	1990	£2.50

## Planning and marketing

MP074	Strategic planning for adult education Pablo Foster and Bob Powell	1994	£5.00
MP 061	Strategic planning in FE: the impact of incorporation Rick Dearing	1994	£3.00
MP 057	Using market research to aid educational decision-making Peter Davies	1993	£4.50
MP 055	Towards parity of esteem? Marketing Advanced GNVQs Peter Davies	1993	£5.50
MP 049	Academic planning in the corporate college Alison Scott, Bob Kedney and Lynton Gray	1993	£4.50
MP 048	The competitive positioning of further education colleges Ali Bakir	1993	£4.50
MP 031	Establishing customer needs and perceptions Bert Roberts	1992	£5.00

## Quality and performance

MP 081	Quality programme costs in further education Ian Beach	1995	£5.00
MP 080	Managing quality assurance at the FE/HE interface Edited by Sue Brownlow	1995	£4.50
MP 077	FEFC inspection and the role of the internal nominee Malcolm Tipper	1995	£3.00
MP 075	The industrial and philosophical origins of quality assurance Edward Sallis	1994	£5.00
MP 070	A framework for quality management Edward Sallis	1994	£5.00
MP 059	Equal outcomes – equal experiences? Edited by Sue Brownlow	1994	£5.50
MP 045	The Northern Ireland further education quality assurance survey Gerard Devlin	1992	£3.00
MP 034	Management and accountability in professional organisations Society for Research into Higher Education; editor Dr Helen Brown	1992	£5.00

MP 028	<b>Developing common PIs and assessing effectiveness and quality</b> Peter Allsop	1991	£3.00
MP 020	<b>College quality assurance systems</b> Ed Sallis and Peter Hingley	1991	£5.50
MP 010	<b>Performance indicators and adult education</b> Pablc Foster	1991	£4.50
MP 009	<b>The National Quality Survey</b> Ed Sallis	1990	£4.50

### Resources and technology

MP 082	<b>Management accounts for FE colleges: a guide for governors and senior managers</b> Andrew Grice	1995	£4.50
MP 079	<b>Financing accommodation developments</b> Edited by Sue Brownlow	1995	£5.00
MP 076	<b>Value for money case studies</b> Edited by Bob Kedney	1995	£3.50
MP 068	<b>Learning and technology in the further education sector</b> eds. Lynton Gray and Ann-Marie Warrender, with a contribution from Sir Gordon Higginson	1994	£4.50
MP 062	<b>Funding flexibility</b> Bob Kedney and Sue Brownlow	1994	£5.50
MP 054	<b>50 or more ways to reduce costs: opportunity analysis and selection</b> Bob Kedney and Trefor Davies	1993	£5.00
MP 053	<b>Designing a college accommodation strategy</b> Bob Kedney	1993	£5.50
MP 044	<b>The management of resource-based learning</b> Jeff Cooper	1993	£3.00
MP 029	<b>PCFC funding: the first three years</b> Tony Jeans	1991	£3.50
MP 021	<b>Accommodation planning – one polytechnic's experience</b> Michael Murphy	1991	£5.00
MP 004	<b>Management staff ratios and unit costs</b> Bob Kedney	1991	£3.00